

New Program Proposal for

# **DOCTOR OF NURSING PRACTICE (DNP)**

Submitted to the

**Missouri Department of Higher Education  
Coordinating Board for Higher Education**

From

**Missouri State University  
College of Health and Human Services**

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## **EXECUTIVE SUMMARY**

The Department of Nursing at Missouri State University requests approval for a new degree, the Doctor of Nursing Practice (DNP). The DNP degree will have two options, one a Bachelor of Science in Nursing (BSN) to DNP and the other a Post-masters DNP. Missouri State University has offered the Master of Science in Nursing (MSN) degree with family nurse practitioner (FNP) and nurse educator specialization options since 1996, and post-masters certificates in both options since 1998. The MSN and certificate programs are accredited by the Commission on Collegiate Nursing Education. Missouri State University has graduated 95 FNP graduates, with a 99% first-time pass rate on the national family nurse practitioner certification exams. In a recent survey of alumni, 87% of the FNP graduates practice in southwest Missouri, and many with underserved populations.

In 2006, the American Association of Colleges of Nursing (AACN), the professional organization of schools of baccalaureate and higher degree programs in nursing, recommended that all advanced practice nurses (e.g. nurse practitioners, nurse midwives, nurse anesthetists, clinical nurse specialists) be graduates of a doctoral program by 2015, with the doctorate of nursing practice (DNP) as the terminal clinical degree in nursing (AACN, 2006a). This recommendation was ratified by the leaders of AACN member schools. The DNP will replace traditional advanced practice MSN programs in the United States. The AACN website currently lists 135 DNP programs that are accepting students, with over 100 programs in the process of developing the DNP (AACN, 2011a). Missouri State University is transitioning our MSN family nurse practitioner specialization into the BSN to DNP degree option, and our post-masters FNP certificate program into the post-masters DNP option. The nurse educator specialization will remain at the master's level.

AACN curriculum standards for the DNP identify the knowledge and skills to function in a complex health care environment, with a focus on organizational and system leadership, information technology, clinical prevention, and population health for improving the nation's health, and advanced roles (AACN, 2006b). Graduates of

DNP programs must have at least 1000 contact hours of clinical experiences, either through the DNP program or a combination of MSN and post-masters DNP hours.

The proposed BSN to DNP and the Post-masters DNP options will replace the current MSN FNP programs. The proposed Post-masters DNP option will begin in 2012 due to the high demand across the region and the country by MSN-prepared advanced practice nurses. This program will have a total of 29 credit hours, which includes 528 contact hours of clinical experiences and can be completed in a minimum of 14 months. The clinical experiences for the Post-masters DNP will involve working with a community of their choosing in the development of a community change project. The Post-Masters will be an online program to increase access to working nurses, and will be offered as a full-time and part-time program. The BSN to DNP option will begin in 2013 and will integrate the additional 29 credit hours into the current FNP curriculum. The program will have 82 credit hours, which includes 1232 contact hours of clinical experiences, and can be completed in a minimum of 3 years (36 months) of full-time study. The DNP didactic courses will be offered online; however, the FNP specialization courses will be offered on campus in a compressed one-day-a-week format. The clinical experiences will include primary care experiences with a preceptor, as well as the clinical experiences working with the community to develop a change project.

The DNP focus on community leadership and health disparities is consistent with the current community-based programs in the Department of Nursing and with the Public Affairs Mission legislated for Missouri State University in 1995. The DNP focus also is consistent with the needs of the region, the state, and the current health care needs in the United States.

**Form NP**

**NEW PROGRAM PROPOSAL FORM**

**Sponsoring Institution(s):** Missouri State University

**Program Title:** Doctor of Nursing Practice

**Degree/Certificate:** DNP

**Options:** Post Baccalaureate DNP (BSN to DNP) as family nurse practitioner specialization and Post-Masters DNP

**Delivery Site(s):** Online and Springfield campus

**CIP Classification:** 511601

**Implementation Date:** Upon approval; Post Masters DNP Summer 2012, BSN to DNP Summer 2013

**Cooperative Partners:** N/A

**Expected Date of First Graduation:** Post-Masters DNP – August 2013  
BSN to DNP – May 2016

**AUTHORIZATION**

Dr. Belinda McCarthy, Provost

Name/Title of Institutional Officer

Signature

Date

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## 1. NEED FOR THE PROGRAM

Missouri State University is requesting approval to begin the Doctor of Nursing Practice (DNP) with two options, the BSN to DNP and the Post-masters DNP, which will replace the current MSN FNP programs. The initiation of the two DNP options is in response to the professional mandate that the terminal education for advanced practice nurses be increased to the doctoral level. The Missouri State University Department of Nursing has a long history of offering quality, accredited community-based programs that emphasize the care of rural and underserved populations. In addition, the Department has offered distance learning courses and programs to nurses throughout rural southwest Missouri since 1995. The majority of our graduates at the undergraduate (BSN and BSN Completion) and graduate levels (family nurse practitioner and nurse educator) remain in the state to practice following graduation. Therefore, a DNP that addresses community leadership and health disparities, with access through online and hybrid programming will continue to meet the health and health care needs of the community, state, and beyond.

### A. Student Demand

#### i. Estimated enrollment by year

##### Form SE

##### Anticipated Admission by Program

<b>Program</b>	<b>2012 Year 1</b>	<b>2013 Year 2</b>	<b>2014 Year 3</b>	<b>2015 Year 4</b>	<b>2016 Year 5</b>
Post-Masters DNP Full-time/Part-time	10 8/2	12 10/2	12 10/2	15 10/5	15 10/5
BSN to DNP All Full-time		12	12	12	12
<b>TOTAL DNP</b>	<b>10</b>	<b>22</b>	<b>24</b>	<b>27</b>	<b>27</b>

In 2012, the Post-masters DNP option will begin and the last class of the MSN FNP will be admitted. All students in the 2012 MSN FNP class will be full-time so that they can graduate by 2014. In 2013, the BSN to DNP option will begin admitting students. All BSN to DNP students will be full-time.

**ii. Will enrollment be capped in the future?**

In the fifth year after initiating the DNP options, enrollment will be capped at 15 students per year in the post-masters DNP, 10 being full-time and 5 part-time, and 12 full-time students per year for the BSN to DNP. Enrollment is based on faculty, facility, and clinical site/preceptor resources. Additional enrollment in the programs beyond year 5 will be determined by the availability of a qualified applicant pool, fiscal resources, and qualified faculty to ensure optimal faculty/student ratios.

**Anticipated Admission by End of Year 5 for DNP Programs**

<b>Student Enrollment Status</b>	<b>Year 5 Post-Masters DNP</b>	<b>Year 5 BSN to DNP</b>
Full-time	10	12
Part-time	5	
<b>Total</b>	<b>15</b>	<b>12</b>

**Needs Survey.** The Department of Nursing conducted a community needs survey in 2008 to evaluate the need for and interest in a DNP at Missouri State University. The Department sent out 210 surveys to all BSN, BSN Completion, and MSN-Family Nurse Practitioner graduate alumni in the last five years and to the members of the Advanced Practice Nurses of the Ozarks (APNO) group in southwest Missouri. A total of 210 surveys were sent out with a 34% response rate (N=72). Of the respondents, 75% were interested in pursuing a post-masters DNP degree or a BSN to DNP. It should be noted that 92% of the sample had a master's degree or were currently in a master's degree program. The majority were interested in pursuing a DNP within 3 to 5 years. The sample identified their preferences for either hybrid online/in class formats or all online formats.

**Current Student Demand.** Missouri State University has consistently had student demand for the family nurse practitioner program since 1996, and has



had more applications than it could accept. For the summer 2011 class, the Department has received 52 applications for 17 available positions. A huge demand for the post-masters DNP is evident in the United States. It is anticipated that the BSN to DNP applicant pool will be large, and admission will be selective and competitive. The Department receives daily calls from nurses and our MSN graduates for the post-masters DNP. It is anticipated that the post-masters will have strong enrollment for the foreseeable future.

## **B. Market Demand**

### **i. National Demand**

- **Demand for Primary Care.** The DNP programs will meet the needs of clinical leaders in health care organizations and the community, as well as the severe need for nursing faculty. Many experts believe that the recent health care reform legislation will create many new opportunities for nurse practitioners (Pickert, 2009), and need for NPs will escalate. In addition, the United States currently has a severe shortage of nurses and nursing faculty (AACN, 2009 Nursing Shortage Fact Sheet). In recent AACN surveys, nursing education programs cannot increase the number of students to meet the nursing demand due to the faculty shortages, and many qualified students are turned away each year (AACN, 2010b). The DNP has the potential to help meet the nursing faculty needs, as well as the needs of the health care environment.
- **Demand for Access to Health Care.** Advanced practice nurses traditionally have practiced in large numbers in the community, and with underserved populations. The DNP curriculum increases the region's capacity to further enhance those roles as it emphasizes the community health leader skilled in addressing disparities in health and healthcare in vulnerable populations. The current movement in health care is the establishment of the medical home model for healthcare in the community. The DNP curriculum will produce skilled clinicians with advanced

knowledge of health policy, leadership and business aspects of healthcare that will be valued skills in the medical home model and meet the needs of health care reform in the years to come.

## **ii. Regional and Local Demand**

The demand for nursing graduates of our programs has been consistently high by employers in the region. From personal communication and yearly alumni surveys, most FNP graduates are employed within 6 months after graduation and remain employed full-time at 5 years following graduation. A recent survey of our FNP graduates revealed that 87% of our graduates are working in Southwest Missouri. As most of Southwest Missouri is a designated Medically Underserved Area (MUA), the DNP program addresses the healthcare needs of the region. In addition, southwest Missouri is characterized by high levels of individuals who are living in poverty, who have low literacy levels, and who have limited access to health care (Missouri Department of Transportation, 2010). Many of the FNP graduates from Missouri State provide primary care to these populations.

## **C. Societal Need**

The complexities of health care and the health care system, and the concerns about health care quality and safety, have led many national organizations and task forces to review the education of health professionals in the United States in recent years, such as the Institute of Medicine, and the Robert Wood Johnson Foundation, (IOM, 2001; 2003; 2009). The DNP is consistent with the move of other disciplines, who have promoted the doctorate as the appropriate clinical degree for practice, such as pharmacology, audiology, and physical therapy, to meet the changing complexity of practice. After studying the health care climate in 2004, the American Association of Colleges of Nursing (AACN), the professional organization representing bachelors and higher degrees in nursing in the United States, recommended that all graduates of advanced practice nursing programs (e.g. on and after 2015) receive the doctorate in nursing

practice (DNP) degree. In 2006, AACN member institutions approved the doctoral degree as the required level of preparation for advanced practice nursing by the year of 2015 (AACN, 2006a). The AACN mandate for the DNP has resulted in the revision of masters programs for advanced practice nurses to the doctoral level to represent the highest degree of clinical practice and clinical scholarship in nursing.

Since that time, the conversion of advanced practice programs (e.g. Nurse Practitioner, Nurse Anesthetist, Nurse Midwife, and Clinical Nurse Specialist) from the master level to doctoral level has exploded, with programs moving to meet the upcoming deadlines. The AACN website lists 135 DNP programs that currently are enrolling students and 100 more are in the planning stage (AACN, 2010).

The DNP programs will meet the needs of clinical leaders in health care organizations and the community, as well as the severe need for nursing faculty. The curriculum of the DNP does not specifically prepare nurses for general faculty roles. However, there is a rapidly increasing number of DNP programs in the United States, and the DNP program graduates will contribute to meeting the need for faculty in those programs. The DNP has the potential to help meet the nursing faculty needs, as well as the needs of the health care environment.

#### **D. Methodology Used to Determine B and C Above**

A variety of data sources were used to address market demand and societal need. This included data from the American Association of Colleges of Nursing (AACN) on the need for the DNP graduates and programs and data on faculty shortages. Also, national projections on the needs for nurse practitioners come from topical publications (Pickert, 2009) and national organizations, such as the IOM reports (IOM, 2001; 2003; 2009). Annual Department of Nursing surveys of alumni and their employers provided data on our graduates and where they are employed.

## **2. DUPLICATION AND COLLABORATION**

Because of the AACN mandate that graduates of advanced practice nursing programs by 2015 be graduates of DNP programs, there will be duplication as all programs move toward the DNP. However, duplication is required to meet the workforce needs of primary care providers. The level of education will be increased due to the professional mandate, but the total number of programs would not be expected to increase as current FNP programs transition to the DNP. Current programs have had substantial enrollment in their masters and post-masters certificate FNP programs, and this is not expected to change with the move to the DNP.

The University of Missouri-Kansas City and St. Louis University developed the first DNP programs in the state as post-masters DNP. The University of Missouri at Columbia campus began a Post-masters and a BSN to DNP program in summer 2010 and the University of Missouri at St. Louis campus began a Post-masters DNP program in summer 2010. The St. Louis program is a cooperative program with the other MU programs and delivered via ITV to multiple sites in eastern Missouri. Barnes-Jewish School of Nursing started a PhD/DNP in 2009. Other FNP programs in the state have a DNP program in the planning stage (Graceland University) or do not have one in progress (Southeast Missouri State University, Central Missouri State University as per personal communication with these schools).

The DNP program at Missouri State University will involve interdepartmental efforts with other Departments. However, Missouri State University does not anticipate collaborating with other universities in the delivery of the DNP program.

### 3. PROGRAM STRUCTURE

The Post-masters DNP option will admit advanced practices nurses who already have a master's degree in nursing. They will be required to complete an additional 29 credits to earn the DNP. Students with a bachelor's degree in nursing (the BSN to DNP option) have an 82 credit hour program, which includes the course work presently in the MSN FNP option in addition to the 29 credits that are indicated in the Post-masters DNP. The DNP curriculum focus will include the following emphasis areas: Leadership, Health Disparities, Translational and Community Engaged Scholarship, and Clinical Practice.

#### **Form PS: DNP Degree Requirements**

##### **Post-Masters DNP option**

**A. Total credits required for graduation:** 29

**B. Residency requirements, if any:** Students must attend intensive on-campus sessions 3 times per year for the Post-masters DNP.

**C. General education: Total credits:** None

**D. Major requirements: Total credits:** 29

<u>NUR 800</u>	<u>3 cr.</u>	<u>NUR 802</u>	<u>2 cr.</u>	<u>NUR 830</u>	<u>3 cr.</u>
<u>NUR 820</u>	<u>3 cr.</u>	<u>NUR 824</u>	<u>2 cr.</u>	<u>NUR 991</u>	<u>2 cr.</u>
<u>NUR 860</u>	<u>4 cr.</u>	<u>NUR 840</u>	<u>2 cr.</u>	<u>NUR 992</u>	<u>4 cr.</u>
<u>NUR 993</u>	<u>4 cr.</u>				

The course titles of the major requirements are as follows:

NUR 800 DNP Leadership I: Concepts for Evidence-based Practice 3 cr.

NUR 802 Emerging Science of Advanced Practice 2 cr.

NUR 830 DNP Leadership II: Impacting Disparities in Health and Healthcare 3 cr.

NUR 820 Social Justice and Disparities in Health and Healthcare 3 cr.

NUR 824 Health Policy to Improve Disparities in Health and Healthcare 2 cr.

NUR 991 Transforming Practice I 2 cr.

NUR 860 DNP Leadership III: Transforming Systems 4 cr.

NUR 840 Technology for Transforming Nursing and Healthcare Systems 2 cr.

NUR 992 Transforming Practice II 4 cr.

NUR 993 Transforming Practice III 4 cr.

**E. Free elective credits:** 0 (Sum of C, D, and E should equal A.)

**F. Requirements for thesis, internship or other capstone experience:** The DNP clinical courses (NUR 800, NUR 991, NUR 992, and NUR 993), culminate in a clinical system level scholarly project.

**G. Any unique features such as interdepartmental cooperation:** Blocks of content will be taught by faculty in other departments, such as public health, and also community leaders in health and business.

### **BSN to DNP option**

**A. Total credits required for graduation:** 82 (29 credits above the current MSN-FNP program)

**B. Residency requirements, if any:** The students attend weekly classes on campus for the four FNP specialization courses in the BSN to DNP program and intensive on-campus sessions 3 times per year during the remainder of the program.

**C. General education: Total credits:** None

**D. Major requirements: Total credits:** 82

<u>NUR 711</u>	<u>2 cr.</u>	<u>NUR 707</u>	<u>2 cr.</u>	<u>NUR 700</u>	<u>3 cr.</u>
<u>NUR 701</u>	<u>3 cr.</u>	<u>NUR 761</u>	<u>3 cr.</u>	<u>NUR 734</u>	<u>5 cr.</u>
<u>NUR 765</u>	<u>2 cr.</u>	<u>NUR 772</u>	<u>3 cr.</u>	<u>NUR 788</u>	<u>3 cr.</u>
<u>NUR 703</u>	<u>3 cr.</u>	<u>NUR 704</u>	<u>1 cr.</u>	<u>NUR 730</u>	<u>6 cr.</u>
<u>NUR 750</u>	<u>6 cr.</u>	<u>NUR 770</u>	<u>6 cr.</u>	<u>NUR 790</u>	<u>5 cr.</u>
<u>NUR 800</u>	<u>3 cr.</u>	<u>NUR 802</u>	<u>2 cr.</u>	<u>NUR 830</u>	<u>3 cr.</u>
<u>NUR 820</u>	<u>3 cr.</u>	<u>NUR 824</u>	<u>2 cr.</u>	<u>NUR 991</u>	<u>2 cr.</u>
<u>NUR 860</u>	<u>4 cr.</u>	<u>NUR 840</u>	<u>2 cr.</u>	<u>NUR 992</u>	<u>4 cr.</u>
<u>NUR 993</u>	<u>4 cr.</u>				

The course titles of the major requirements for the BSN to DNP are as follows:

NUR 711 Advanced Roles and Leadership in Nursing 2 cr.

NUR 707 Advanced Health Assessment and Health Promotion 2 cr.

NUR 700 Epidemiology 3 cr.

NUR 701 Nursing Science 3 cr.

NUR 761 Advanced Pharmacotherapeutics 3 cr.

NUR 734 Advanced Physical Assessment and Clinical Reasoning 5 cr.

NUR 765 Applications of Pathophysiology 2 cr.

NUR 772 Advanced Research Methods in Nursing 3 cr.

NUR 788 Health Policies and Issues 3 cr.

NUR 703 Population Health: Local to Global 3 cr.

NUR 704 Population Health Practicum 1 cr.

NUR 730 Family Practice I 6 cr.

NUR 750 Family Practice II 6 cr.

NUR 770 Family Practice III 6 cr.

NUR 790 Nurse Practitioner Advanced Practicum 5 cr.

NUR 800 DNP Leadership I: Concepts for Evidence-based Practice 3 cr. \*

NUR 802 Emerging Science of Advanced Practice 2 cr. \*

NUR 830 DNP Leadership II: Impacting Disparities in Health and Healthcare 3 cr. \*

NUR 820 Social Justice and Disparities in Health and Healthcare 3 cr.\*

NUR 824 Health Policy to Improve Disparities in Health and Healthcare 2 cr.\*

NUR 991 Transforming Practice I 2 cr.\*

NUR 860 DNP Leadership III: Transforming Systems 4 cr.\*

NUR 840 Technology for Transforming Nursing and Healthcare Systems 2 cr.\*

NUR 992 Transforming Practice II 4 cr.\*

NUR 993 Transforming Practice III 4 cr.\*

*\* New courses that were added to the MSN FNP program.*

**E. Free elective credits:** 0 (Sum of C, D, and E should equal A.)

**F. Requirements for thesis, internship or other capstone experience:** The DNP clinical courses (NUR 800, NUR 991, NUR 992, and NUR 993) culminate in a clinical system level scholarly project.

**G. Any unique features such as interdepartmental cooperation:** Blocks of content will be taught by faculty in other departments, such as public health and also community leaders in health and business.

## **5. PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS**

### **Form PG**

**Institution Name:** Missouri State University

**Program Name:** Doctor of Nursing Practice

**Date:** February 4, 2011

#### **Student Preparation:**

The BSN to DNP option will serve applicants who plan to be full-time students. Admissions procedures and qualifications that exceed regular Missouri State requirements are listed below. Selective admission will apply based on the limited number of students the BSN to DNP can accept and the qualification of the students.

#### **BSN to DNP option:**

- Complete an application to the DNP program with a \$50.00 nonrefundable application fee to the Department of Nursing.
- Graduate from a Bachelor of Science (BSN) Program that is accredited by the Commission on Collegiate Nursing Education (CCNE) or the National League for Nursing Accreditation (NLNAC). Graduates from international nursing programs will be considered on an individual basis.
- Complete a minimum of clinical practice experience in nursing that equates with one year of full-time experience.



- Hold a current unencumbered RN license in any state in which clinical practicums will occur.
- Have a cumulative GPA of all previous college level coursework of 3.25 (on a 4.00 scale) or above. Students who have less than a 3.25 cumulative GPA must submit verbal, quantitative and analytical scores on the Graduate Record Examination General Test (GRE) and will be considered on an individual basis.
- Submit evidence of current health insurance.
- Submit evidence of current certification in Basic Life Support (BLS) for Health Professionals approved by the American Heart Association.
- Complete all pre-requisite courses; healthcare informatics, pathophysiology, and a graduate course in statistics with a grade of “B-” or higher before the program begins.
- Submit evidence of current immunizations or immune status (MMR, Tetanus, Varicella, Hepatitis B series) and a PPD within one year (or a chest x-ray or documentation of appropriate follow up for PPD positive individuals).
- Be prepared to meet the requirements of an online program.
- Meet technical standards of the program in order to successfully undertake the course of study.
- Submit an essay that addresses preparation for and interest in the DNP.
- Submit a current resume or a curriculum vita, including all previous leadership activities or experiences.
- Three letters of recommendation from healthcare professionals with a masters degree or higher that can address the applicant’s potential as a clinician, leader, and scholar using the standardized DNP form. At least one of these must be from an institution at which an applicant received their last nursing degree.
- An interview, by invitation.

**Post-masters DNP option:**

- Complete an application to the DNP program with a \$50.00 nonrefundable application fee to the Department of Nursing.

- Graduate from a Graduate Program in Advanced Practice Nursing accredited by the Commission on Collegiate Nursing Education (CCNE) or the National League for Nursing Accreditation (NLNAC). Graduates from international nursing programs will be considered on an individual basis.
- Submit evidence of current certification in an area of advanced nursing practice: nurse practitioner, nurse midwife, nurse anesthetist, or clinical nurse specialist.
- Complete a minimum of clinical practice experience that equates with one year of full-time experience.
- Hold a current unencumbered RN license from a state within the United States, and any state in which clinical practicums will occur.
- Have a cumulative GPA of all previous college level coursework of 3.25 (on a 4.00 scale) or above. Students who have less than a 3.25 cumulative GPA must submit verbal, quantitative and analytical scores on the Graduate Record Examination General Test (GRE) and will be considered on an individual basis.
- Submit evidence of current health insurance.
- Submit evidence of current certification in Basic Life Support (BLS) for Health Professionals approved by the American Heart Association.
- Complete all pre-requisite courses; healthcare informatics and a graduate course in statistics with a grade of “B-” or higher before the program begins.
- Submit evidence of current immunizations or immune status (MMR, Tetanus, Varicella, Hepatitis B series) and a PPD within one year (or a chest x-ray or documentation of appropriate follow up for PPD positive individuals).
- Be prepared to meet the requirements of an online program.
- Submit an essay that addresses preparation for and interest in the DNP.
- Submit a current resume or a curriculum vita, including all previous leadership activities or experiences.
- Three letters of recommendation from healthcare professionals with a masters degree or higher that address the applicant's potential as a clinician, leader, and scholar using the standardized DNP form. At least one of these must be from an institution at which an applicant received their last nursing degree.
- An interview, by invitation.

## **Faculty Characteristics**

Program faculty must hold a doctorate in nursing or in a related field for teaching in the didactic courses. Advanced practice nurses with a master's degree in Nursing and current certification as an advanced practice nurse may be used to teach the family nurse practitioner clinical courses in the BSN to DNP program. Faculty who teach in the FNP clinical specialization courses must hold current certification as an advanced practice nurse, and be current in primary care practice. These faculty characteristics are consistent with the guidelines outlined for the DNP programs published by the American Association of Colleges of Nursing (2006, p. 20).

All faculty outside the Department of Nursing who will be involved in teaching content will have a doctoral degree in an appropriate field (e.g. Public Health, Epidemiology, Biostatistics). All faculty in the Department of Nursing and those outside of the Department involved will have experience with online teaching. The Department will use university faculty from outside the Department who have Graduate Faculty Status on many DNP project committees. In addition, FNP adjunct graduate faculty will be included on some DNP project committees as members. Finally, community leaders will be invited to speak in courses on certain topics.

At Missouri State University, full-time research faculty have a maximum workload of 9 equated credit hours per semester. It is estimated that 90% of the DNP credit hours will be assigned to full-time faculty.

The Director of the Family Nurse Practitioner Programs will become the Director of the DNP programs. The proposed DNP Director has had 3 successful years as Director of the FNP program, is certified as a family nurse practitioner, holds a DNP degree, and has an active clinical practice. She is actively involved in advanced practice professional organizations at the national level. Graduate faculty will serve as advisors for the students.

The DNP Community Change capstone projects will require additional expectations for faculty. Each graduate student will be matched to a faculty with like research interests for their DNP project. The faculty will serve as the program advisor and the DNP project chair for a maximum of six students at any given time. Each DNP project committee will have a chair and 2 additional graduate faculty. The DNP project chair is assigned when the student begins the DNP program. All DNP Chairs will be involved with their students' project throughout the program to maintain continuity and focus of the project.

Three additional faculty are requested for the implementation of these programs. The hiring of these faculty will be staged in during subsequent years as enrollments increase with new admission cohorts.

### **Enrollment Projections**

Currently, there are 35 students enrolled in the MSN FNP program, with the majority enrolled as full-time students. The post-masters DNP will admit full-time and part-time students (10-15 per year) and the BSN to DNP will admit 12 full-time students per year. However, it is anticipated that some students may need special part-time accommodation after being admitted to the program. At the end of five years it is anticipated that 30 students (25 FTEs) with 20 being full-time and 10 part-time are enrolled in the Post-Masters DNP. At the end of five years, 48 full-time students (48 FTEs) will be enrolled in the BSN to DNP.

### **Student and Program Outcomes**

#### **DNP Program Outcomes**

Students will:

- I. Incorporate a scientific, deliberative approach to advanced nursing practice and clinical scholarship to improve the health and health care of individuals, groups, and populations, with special emphasis on rural and vulnerable populations.

- II. Demonstrate advanced skills in communication, critical thinking, translational research, and nursing practice to address the quality of health of and healthcare delivery to individuals, groups, and populations.
- III. Implement the advanced practice nursing roles as practitioner, leader, innovator, clinical scholar, healthcare advocate, and collaborator to address the current and future health and health care delivery needs at the individual, group, population, and system level.
- IV. Use knowledge gained from scientific evidence and evaluation of nursing actions and management of care for individuals, groups, and populations to improve and transform health care and health care outcomes.
- V. Develop evidence-based clinical prevention and population health approaches to influence nursing practice, healthcare, and health policy at the system to global levels.
- VI. Demonstrate professional development and skills for life-long learning as a nursing leader and advanced practice nurse.
- VII. Use a multidisciplinary, collaborative approach to decreasing or eliminating health disparities in diverse and vulnerable populations.

### **Evaluation of Learning**

The Department of Nursing has a comprehensive evaluation plan, with a student assessment plan for each program in the Department. The document identifies student and program outcomes, measurement methods, and benchmarks. All outcomes for each program are assessed at least annually, and most each semester. The results of the assessment are evaluated and discussed by the faculty at the end of each academic year.

A variety of summative and formative methods are used to assess student and program outcomes, to include student performance on critical thinking and communication, retention rates, graduation rates, employment rates, first-time pass rates on standardized exams, student academic and clinical achievement, alumni success in advanced educational programs, and student and alumni satisfaction.

The plan also assesses students' public affairs outcomes in the areas of community engagement, ethical leadership, and cultural competence through the curriculum. The Department also utilizes feedback from the Nursing Student Advisory Board, the Community Advisory Board, major community employers of our graduates, and the FNP preceptors to evaluate the quality of our programs, students, and graduates.

Number of graduates at 3 and 5 years. The Post-Masters DNP options will begin first with a cohort of 10 students. It is anticipated that the majority will be full-time students and graduate after 4 semesters (Summer, Fall, Spring, Summer) of study, with the remaining graduating in the 2<sup>nd</sup> or 3<sup>rd</sup> year. It is anticipated that 18 students will have graduated after 3 years and 44 students will have graduated from the program by the fifth year. It is expected that 90% or more of the students will be retained in the DNP programs, and that over 90% will graduate from the programs within 5 years of starting the program. These projections are consistent with the current record of MSN FNP graduates.

The BSN to DNP option will begin in 2013 with a cohort of 12 full-time students. This cohort will graduate after 3 years of full-time study. It is anticipated that 11 students will graduate in the third year and 32 students will have graduated from the program at the end of the fifth year after starting the program.

Special skills specific to the program. Post-masters students will come into the program with current certification as an advanced practice nurse. BSN to DNP students will graduate as family nurse practitioners and be eligible to take a national family nurse practitioner certification exam. A first-time pass rate of 90 is projected for the FNP certification exam. However, since 1998, Missouri State has an overall first-time pass rate of over 99% on the FNP certification exams and would expect to continue that high pass rate.

In addition to primary care, all graduates of the DNP will have specialized skills and knowledge in the area of community leadership, population health, and health

disparities. All students will be prepared to serve as community leaders with an emphasis on health disparities and as advanced practice nurses.

Performance on national and/or local assessments. It is anticipated that 90% of all BSN to DNP graduates will pass either the American Nurses Credentialing Center (ANCC) family nurse practitioner certification exam or the American Association of Nurse Practitioners family nurse practitioner certification exam on the first attempt. The MSN FNP graduates have consistently exceeded the 90% first-time pass rate on the certification exam. It is anticipated that 95% of the BSN to DNP and the Post-masters DNP will pass the capstone community change project on the first attempt.

Placement rates. It is anticipated that 90% of all graduates be employed in their area within 6 months following graduation. It is also expected that 90% or higher of the graduates and alumni will be satisfied with their program on graduate and alumni surveys.

Transfer rates. It is anticipated that few, if any, transfer students will be admitted to the programs due to the unique emphasis of the programs. However, transfer will be allowed in those cases in which a good match of prior course work is evidenced. The Department will accept no more than nine (9) credit hours of transfer coursework into the DNP program.

### **Program Accreditation and Approval**

MSU is accredited by the Higher Learning Commission, a commission of the North Central Association of Colleges and Schools. MSU will seek approval from the Higher Learning Commission to begin the DNP program. All of the current bachelors and masters nursing programs at Missouri State University were accredited by the Commission on Collegiate Nursing Education (CCNE) in 2009 for the maximum period of 10 years. The Department will seek accreditation from CCNE for the DNP program in 2013, as per their requirements.

## **Alumni and Employer Survey**

The Department of Nursing conducts student exit, alumni, and employer surveys in all of their programs using the online Survey Monkey software system. Exit surveys are prior to graduation to identify satisfaction with the program. Alumni and employer surveys are done by one and five years after graduation. The Department also collects anecdotal comments about graduates from employers.

Traditionally, satisfaction rates of FNP alumni and their employers are very high (4.5 or higher out of 5) for the program. It is expected that 90% of DNP graduates will be satisfied with the DNP program at one and five years after graduation. It is expected that 90% of employers will be satisfied with DNP graduates at 1 and five years after graduation.

## **6. ACCREDITATION**

The Department of Nursing will seek accreditation from the Commission on Collegiate Nursing Education (CCNE) for the DNP programs in 2013; one year after the first program is initiated. The CCNE has developed accreditation guidelines for DNP programs, and Missouri State University followed those guidelines in developing the programs and will use them to prepare for accreditation review. All other programs of the Department of Nursing are accredited by CCNE currently.

## **7. INSTITUTIONAL CHARACTERISTICS**

Missouri State University is a public institution with over 23,000 students located on four campuses. The Springfield Missouri campus is a selective-admissions comprehensive university with 150 undergraduate programs. At the graduate level, Missouri State has over 3,300 graduate students enrolled in 44 masters programs, two clinical doctorates, a specialist in educational administration, and a collaborative doctorate in educational leadership. The University employs more than 4000 faculty and staff, with almost 90 percent of the tenure track faculty holding the most advanced degree in the discipline.



Missouri State University and the Department of Nursing have missions that are consistent with the proposed DNP programs. In 1995, Missouri State University was granted a statewide mission in Public Affairs. Specifically, this mission is characterized by emphasizing ethical leadership, community engagement, and cultural competence. These emphasis areas are crucial to the Department of Nursing's focus on community-based programs and underserved populations. The DNP aims of producing primary care providers as community leaders who are experts in health disparities and underserved populations are consistent with the institutional and Department mission, as well as the needs of the region.

Missouri State University is well-situated to support the development, implementation and accreditation of clinical doctorate programs. There currently are accredited clinical doctorates in Audiology and Physical Therapy at Missouri State University, as well as a collaborative doctorate in education. The Department of Nursing has a new simulation laboratory, with a planned FNP simulation laboratory to support clinical learning experiences. In addition, the Department of Nursing recently received a Missouri Foundation for Health grant to support the development of MSU Care, a family nurse practitioner clinic for the uninsured at the Kitchen Medical Clinic. MSU Care will provide new faculty and clinical space and experiences for many of our FNP students.

Missouri State University has well developed resources for online programs and their students. Such resources include a 24-hour computer help desk, extensive online library resources and support, software and hardware support, use of the Blackboard course system, and extensive resources for faculty as they develop and implement online courses. These resources include the availability of three instructional design staff, whose role is to assist in the development of online courses. The Department of Nursing currently offers a BSN completion program, a MSN Nurse Educator Program, and all of the MSN Core courses in online or hybrid formats.

The Department of Nursing has been successful in delivering distance learning programs for 16 years, and online nursing programs for over eight years. All faculty in the Department of Nursing teach at least one class a year online. For online students, the Department requires an on-campus orientation, which includes an introduction to: the program and faculty; online education at Missouri State; and resources available, including the library, financial services, the graduate college and others. A detailed handbook is developed for each program and is updated annually. The handbooks detail policies; procedures; the curriculum; resources; processes for capstone projects, such as the DNP community project; computer hardware and software requirements; and contact information for faculty and staff. All faculty use the Blackboard online system to manage their courses, and use a variety of innovative teaching methodologies. The use of various synchronous and asynchronous delivery formats vary by course.

The faculty of the Department of Nursing are well qualified to implement the DNP program. All (100%) of the full-time graduate faculty have research or clinical doctorates. They are involved in teaching, research, and service, and advanced practice faculty are active in clinical practice. It is important to note that all faculty in the Department focus on community engaged scholarship, which will support the community change project required in the DNP. Emphasis areas for faculty include leadership, cultural competence, health disparities and population health, and community health, which also support the emphasis areas of the DNP at MSU. There are four full-time faculty with primary care backgrounds, and 10 adjunct graduate faculty who are nurse practitioners to support the program. Two additional primary care clinical faculty will be hired in spring 2011 for the MSU Care grant, funded by the Missouri Foundation for Health.

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